

## Committee approves fine arts building

By DAVE MANNING  
Senior Reporter

After almost 20 years, UNO's proposed fine arts education building may soon become a reality.

The Legislature's Appropriations Committee earmarked \$11.4 million in its preliminary budget for the proposed building during its meeting on Monday. A total of \$71 million was approved by the committee for capital construction over a four-year period.

The funds must still be passed by the legislature.

The Board of Regents had proposed \$13.2 million for the project, but the committee eliminated \$1.8 million from the proposal that had been set aside for additional radio and television production space in the basement.

The proposed building would provide additional classroom space and a theater with a capacity for 300 to 400 people.

Sen. Jerome Warner, chairman of the committee, said UNO officials would be authorized to raise \$2 million in pri-

vate funds to build a more elaborate theater.

Doug Paterson, chairman of the Dramatic Arts department, said the proposed building is essential.

"I think the entire department and the college is excited," he said. "We are encouraged that the Legislature gave us the nod to get more funding."

Paterson said the theater in the proposed building will be an open "black box" theater, similar to the current facility in the Arts and Sciences building. The original proposal had included a traditional proscenium theater.

"Certainly it's important to have a flexible space to work in," Paterson said, referring to the "black box" theater. However, he said many other drama students will be working in proscenium theaters.

"It is educationally appropriate that they get the opportunity" to work in a proscenium theater as a part of their education, Paterson said.

Fine Arts Dean David Shrader also emphasized the need for the new building.

"We're terribly short of space, and the space is inap-

propriate," Shrader said. "We do theater in an old gymnasium."

The proposed building will contain offices for all the arts departments as well as classrooms and studios, he said. All the facilities will be accessible to the handicapped, Shrader added.

"We're going to be starting an effort to raise funds soon," Shrader said, referring to the \$2 million the college would need to construct a proscenium theater. "That's a challenge for us."

Shrader was disappointed with the elimination of proposed television and radio production space in the basement of the planned facility.

Performances could have been broadcast, he said, and students would have been exposed to acting for television as well as for the stage.

Still, Shrader said he was encouraged.

"It'll make a big difference" for the College of Fine Arts, Shrader said. "It's going to be a real college for the first time. We'll grow in quality."

## Retirement plan to change

By MICHELLE FLYR  
Staff Reporter

Changes may take place in the faculty retirement plan, according to John Russell, vice president and director of personnel for the university system.

Russell answered questions about the retirement plan at the Faculty Senate meeting April 12.

According to Russell, the changes are going to be taking place soon, possibly as soon as Sept. 1.

As of now, the retirement plan may be discriminatory, Russell said, because many university employees in the upper salary bracket join the plan, while those in the lower bracket are less likely to join.

"No employer can operate a plan that benefits the higher-paid disproportionately to how it benefits the non-higher paid," Russell said.

Changes must now be made in the university's retirement plan, he said.

According to Russell, faculty and staff are eligible to join the retirement plan at age 30, and they must join by 40.

"The problem is, we are very liberal in allowing people in the plan," he said. "A large number of people between 30 and 40 opt not to get into the plan."

Currently, he said, 2,800 employees are not participating in the retirement plan. The change would require employees to join at age 30, he said.

University employees are going to have to be forced to join the plan, he said, acknowledging this could cause problems.

"About 99 percent of the faculty are now in the plan, so they will not be bothered," Russell said. "The problem is in the office service staff."

"Many of these are secretaries, wage earners or people who do not intend to work here long," he said. "This could make them angry."

Another proposed change would reduce the number of short-term employees at UNO, Russell said.

Hopefully, this will eliminate people from entering the plan only long enough to collect money before they quit their jobs, he said.

Currently, to be eligible for the plan, an employee must have taught at the university for one year, Russell said. With the change, employees will have to teach at least two years to be eligible.

Another possible change will be in the amount the university will donate to the retirement plan.

"The rate the university will contribute to the upper tier will increase from seven to seven-and-a-half (percent), and the lower tier rate will increase from five-and-a-half to six (percent)," Russell said.

Employees will also have to contribute less. The upper group will drop from six to five-and-one-half percent, while the lower group will drop from five-and-one-half to three-and-one-half percent, he said.

Other faculty senate business included the passing of the following resolutions:

- The University of Nebraska administration should rectify the disparities between male and female faculty salaries.

- Support of the university's efforts toward full funding for the Fine Arts Education Building, including multiple classrooms and a proscenium theater.

- Spring schedule worksheets should be submitted to the Registrar no earlier than three weeks after fall classes begin.



— Linda Shepard

### Uncovering Apartheid

Maki Mandela, daughter of imprisoned activist Nelson Mandela, spoke Tuesday in the Student Center. Ms. Mandela condemned white supremacy and apartheid in South Africa in her speech to a full house in the Ballroom. See story on page 4.

## Communication chairman resigns post

By JOHN ROOD  
Editor

Hugh Cowdin got the job nobody wanted.

Cowdin, who directed the communication department from 1975 to 1984, will return to the chairman's post for the fall semester following the resignation of current Chairman Bob Carlson.

Cowdin earlier served as chairman of the Journalism department, which merged with the speech department to form the communication department in 1975.

Cowdin said he decided to resume the chairman's position after John Newton, dean of the College of Arts and Sciences, said it might be necessary to seek a chairman from within the university, but outside the department.

"It wasn't my initial preference, but nobody really came forward to do it," Cowdin said.

Carlson, who will leave the post after the summer semester, and Cowdin both said a lack of administrative support for the chair-



Cowdin

man kept other faculty from applying for the position.

In an interview shortly after submitting his resignation, Carlson said a lack of financial support for the department was one reason he left the department.

"Unless there is more support for the department, I just don't see that much can be accomplished by me being chair," he said.

According to a copy of remarks made to the communication faculty Feb. 22, Carlson said he was frustrated because of a lack of financial support for a "school of communication" which would provide administrative positions for the journalism, broadcasting and speech concentrations.

Carlson said the positions are necessary because of the growth the department has

achieved during the past 13 years. In 1976, the undergraduate program had 258 students. It now has 638 students. Eleven students participated in the graduate program in 1976. 122 students are in the program now.

**"Unless there is more support for the department, I just don't see that much can be accomplished by me being chair."**

—Carlson

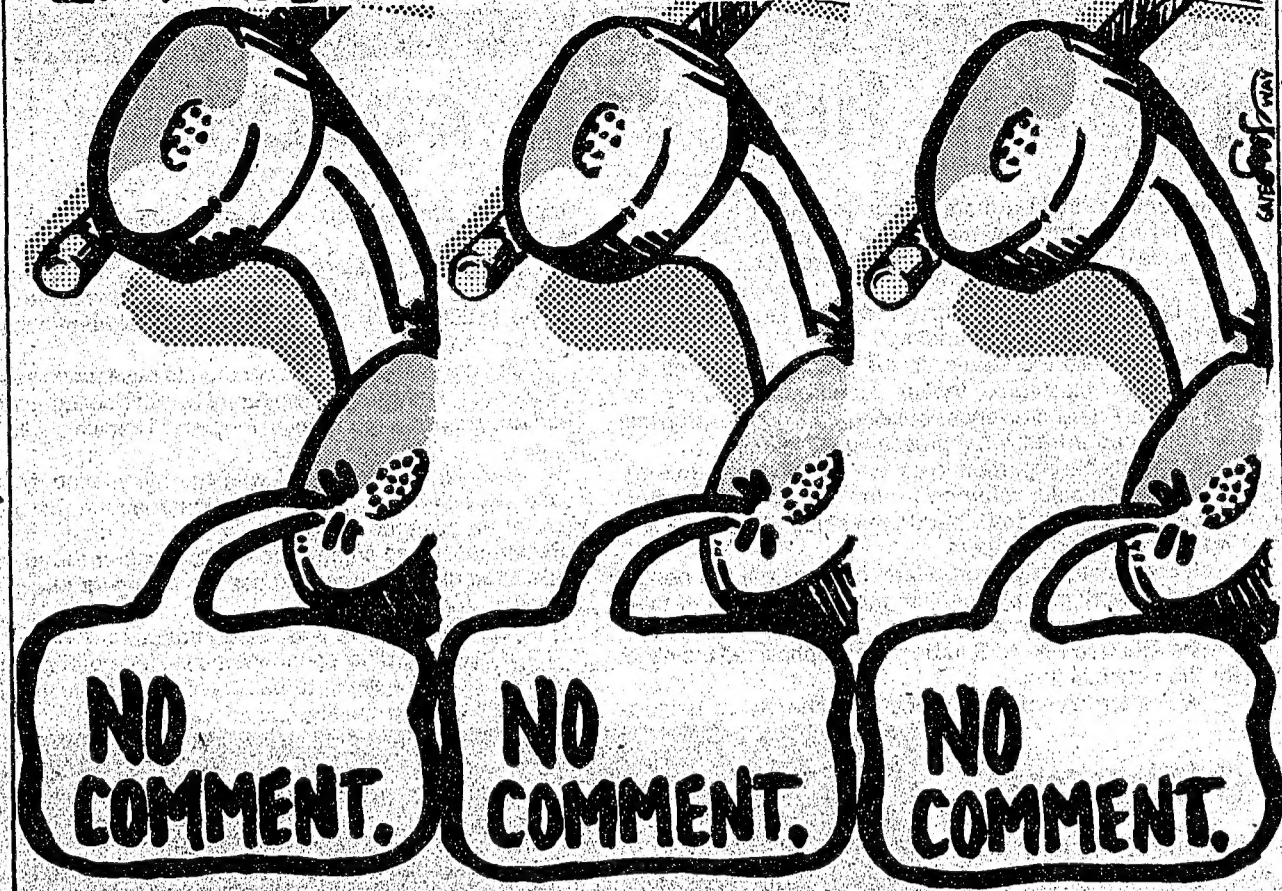
Carlson told communication faculty he was also frustrated by attempts to fulfill the recommendations of the university's Academic Planning Council and various review

See Carlson on page 9



# Comment

**Q: IS THERE SEXUAL DISCRIMINATION IN TEACHERS SALARIES?**  
**UNO'S LAWYER** **UNO'S DIRECTOR OF PERSONELL** **UNO'S VICE CHANCELLOR**



## Mailbag

### To the editor:

Over the last month or so, I've heard the expression "voter's wisdom" a number of times. Even after consulting my Webster's, I still cannot determine which definition of wisdom they are referring to.

A friend of mine made it sound like a sixth sense all voters have that allows them to automatically choose the best candidate. The recent Omaha mayoral primary is the best case anyone could have against that meaning.

The obvious winner was Mike Boyle. It wasn't that long ago that the voters, in all their wisdom, recalled this candidate. Let's face it, nobody knew what was going on then and they still don't. But Boyle claims he has learned from his adversities. He says he is stronger because of them. That actually means that he didn't know what was going on either, but he thinks he can cash in on the confusion.

Speaking of cash, P.J. Morgan was your second choice. It really doesn't matter if he gets elected because he owns every other lot in this city anyway. He might as well be king (I mean mayor), too.

Finally, a close third, Mayor Calinger. My theory on why he didn't make the cut is this: Everybody thinks he's a wimp. Who can blame them after those campaign commercials? Walt is making quiche in his kitchen while his wife, chain-saw in hand, is adding a guest bedroom onto the house. Maybe he was trying to appeal to our sensitivity, or at least our sense of pity. Either way, if he would have run his campaign with the same amount of masculinity he put into his concession speech, he might be in the running.

In a last ditch effort, he wants to put together a write-in campaign. That may seem farfetched to some of you, but

Wimpy Walt is looking good considering his opposition.

In the end, though, it's all up to you, the voter. I plead with you not to make a mockery of our town. Vote Mickey Mouse.

**Rich Kusleika**  
**UNO student**

### To the editor:

Thank you for writing the article titled, "Students to be locked in HPER" in the April 7 edition of The Gateway. It is always beneficial to Project LIFT when The Gateway supports our efforts.

There was, however, one significant error noted in the article. It read, "According to Toyama, agencies such as the South Omaha Boys Club and Girls Club are not up to date with drug abuse."

I never made such a statement. I believe that agencies such as the Boys and Girls Club are often more aware of the substance use problem because of their frequent contacts with adolescents.

These agencies are one of the few links to gaining a better understanding of the attitudes and behaviors of youth. Without these organizations and others like them, the rest of us would not be in touch with today's young people.

Project LIFT fully supports the efforts of the South Omaha Boys Club and Girls Club and values their commitment to working with Omaha's youth.

**Dawn Toyama**  
**Project LIFT Coordinator**

## 'Hey dad' This UNs for you

My dad wrote me last week and wanted to know why I don't write columns about the United Nations. He's got a point. He sent me, his oldest, blondest son, all the way out to New York to a program that's called the United Nations Semester: From Urban to Global Community. Well, okay. This column's just for you Dad. I hope you enjoy it.

I've been hanging out at the UN for a couple of weeks solid for a term paper I'm writing on how the press covers the UN. I had to settle for this project, but it's been very informative and very revealing about how this gigantic international organization operates.

"You don't forget one thing," J. Tuyey Nguyen, a correspondent for UPI, said to me, "The UN works for governments." Back home I had thought of the UN as a wonderfully open, enlightened organization which helps the planet earth get by. That was before I started getting harassed by everyone from the guards to the head man in charge of media accreditation.

Very little of the UN building is open to the public it's supposed to serve. I wear a media pass to get into the various departments. Periodically, a guard will stop me and sniff at my laminated card hanging off my front jacket pocket, grunt "Okay" at me, and let me go about my business. They aren't used to seeing younger guys cruising around the grounds, I guess. It gets on my nerves.

**Tim Kaldahl**  
**Gateway Cournist**

Another nerve cruncher is the bureaucracy of this place. It's a wonder anything gets done at all. Originally, I wanted to interview some guards, secretaries and other employees of the UN to see what working at the UN is like and maybe get a behind-the-scenes look at how the place ticks.

"This is going to be easy," I thought. "They'll eat this up. A few anecdotes, a little good press. How can they resist?" They did. I presented my idea and promptly (diplomatically) got stomped on.

I went to the head of the Media Accreditation and Liaison Unit: Dissemination Division: Department of Public Information (also known as the land of the colons) and presented what I wanted to do. The boss, Pedro Guillen, informed me UN employees are not allowed to give interviews, but if I wrote a letter and got a cover letter from my professor explaining who I am, what I am, why I want to do this and exactly what the hell I wanted to do this for, he would review it and take it to his boss somewhere in the Secretariat. I said that sounds like an involved and long process. He nodded. I said I only have a semester to do this. He shrugged.

**Very little of the UN building is open to the public it's supposed to serve. I wear a media pass to get into the various departments. Periodically, a guard will stop me and sniff at my laminated card hanging off my front jacket pocket, grunt "Okay" at me, and let me go about my business.**

Instead I've been talking with the press corps. They sympathize. They have their share of hassles, too, like boredom. "Life here for the last few years has been slow," said Walida Mourani, the chairman of the UN Correspondent Association and a correspondent for the Iraqi News Agency. The best stories over the last few months have been the end of the Iran-Iraq war and now the Namibia story. Before that it was really dull.

"A lot of things are said that don't mean anything," said Louis Foy, a 20-plus year veteran of the UN press corps. He covers the UN for France Soir, a Parisian daily. He used to be the White House correspondent for his paper. "Covering things here can be discouraging. The stories here are not as lively or as interesting as it is back in Washington."

Nguyen's feelings about diplomats have become my feelings about those sorts of creatures.

"I mean, God knows who cares about if the foreign minister of such country said one thing or another," he said. "Unless it's a major story they don't say anything."

How tough is it to set up an interview with a diplomat if you're just a student from the Midwest? It's about as difficult as setting up an interview with Bernie Simon back in Omaha. The dead and diplomats don't say much. I'm really down on the administration of the UN. I know it does wonderful stuff, but I had hoped the bureaucracy would have been a little less posturing.

"Hope is probably the wrong word," Nguyen said while we sat in his small office he shares with a Bulgarian reporter. "Well, it's like hoping your dog would talk. Well of course that's a silly hope. It won't talk and hoping the UN language will change is just as silly."

It might be silly, but it would be nice. Louie agreed.

### THE GATEWAY

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## College Briefs

### Book companies angry about "professor publishing" Kinko's may face copyright lawsuit

(CPS) A group representing the biggest book companies in the country threatened in early April that it may sue Kinko's, the nationwide chain of photocopying centers, for its practice of helping teachers engage in "professor publishing."

**The Association of American Publishers (AAP) based in Washington D.C. said the practice — in which professors photocopy and bind together materials to supplement or, in some cases, replace textbooks — violates copyright laws. Professors claim the practice also can save students from having to buy lots of textbooks.**

The Association of American Publishers (AAP) based in Washington, D.C. said the practice — in which professors photocopy and bind together materials to supplement or in

some cases replace textbooks — violates copyright laws.

Professors claim the practice also can save students from having to buy lots of textbooks.

Under the "fair use" provision of copyright law, professors need permission to copy everything, unless they can pass a litmus test for brevity, spontaneity and "cumulative effect" of the copying on the course. It's up to Kinko's, the AAP says, to make sure they can pass the test.

"We have no comment on whether or not there will be a lawsuit," AAP spokeswoman Virginia Antos said. "We're not saying anything more or less."

Kinko's representatives also declined comment.

The publishers' group in 1982 won an out-of-court settlement in a case that charged nine New York University professors of illegal photocopying practices. NYU professors now need written proof that they have publishers' permission to make photocopies.

Kinko's has more than 400 stores, most serving college campuses.

### Senate cuts off loans from high-risk schools

(CPS) Students who attend colleges that have high student loan default rates won't be able to get Stafford Loans in the future if a bill approved unanimously by the U.S. Senate at the end of the March becomes law.

If 25 percent of the loans processed by any one school are in default, the offending college or trade school — which is responsible for making sure students qualify for loans in the first place and which is supposed to collect loan payments — would have to come up with a written plan for cutting its default rate.

Community college and trade school students probably would feel the biggest impact from the law, observers said.

The effort is part of a decade-long campaign, which has included everything from towing away defaulters' cars to garnishing graduates' paychecks to collecting overdue loan payments. Defaulted loans will cost the federal government \$1.7 billion this year, cutting into the amount of money it can loan out to other students.

"The incentive is for institutions not to serve students who are high risk," said Richard Hawk, director of the Higher Education Assistance Foundation in Overland Park, Kan.

The average default rate for community colleges and trade schools is well over 25 percent, he said. The average for four-year institutions is well below the cutoff, though some are over the 25 percent mark.

"There will potentially be impact in both areas," Hawk predicted.

The Senate's bill — a slight compromise from last year's proposal to automatically cut off loans to any school with a default rate higher than 20 percent — is aimed mostly at for-profit trade schools, which tend to have the highest default rates.

The House is leaving the matter to the U.S. Education Department, which is expected to release default regulations the third week in April.

Two major lenders, Chase Manhattan Bank and Citibank, both in New York, already have cut off lending to students at schools with high default rates.

## BUNS®



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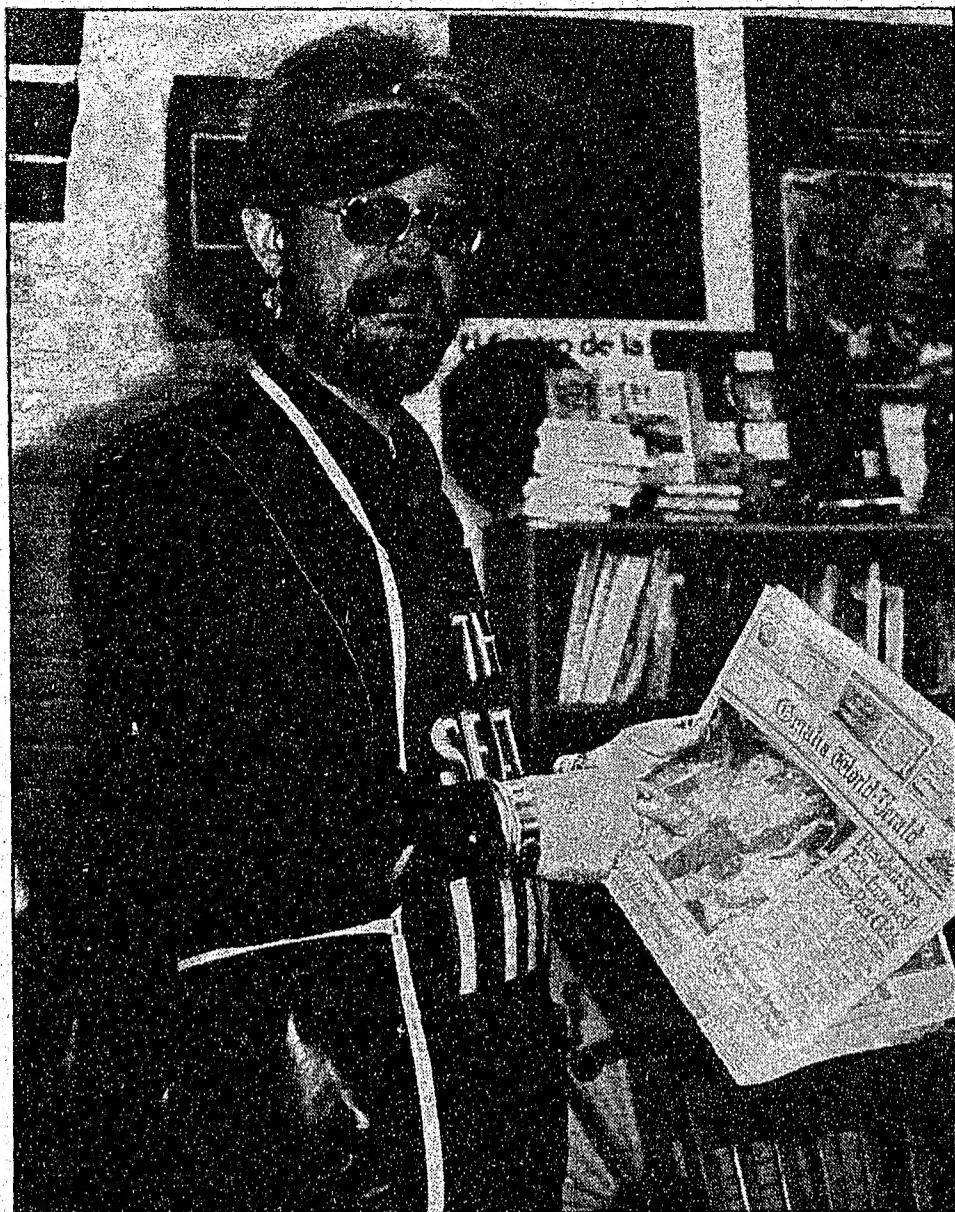
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Bruce Johansen, a communications professor, has been denied participation in speaking engagements by the Nebraska Committee for the Humanities twice because he stutters.

## Professor denied audition, speech called a 'detraction'

By AMY BUCKINGHAM  
Associate Editor

Communications Professor Bruce Johansen stutters, but he's tired of getting double talk from the Nebraska Committee for the Humanities.

Last summer Johansen auditioned to be put on a speaker's list for the Nebraska Committee for the Humanities (NCH). His presentation was based on his book, "Forgotten Founders," which deals with American Indian contributions to democracy.

In a letter addressed to Johansen last summer, NCH said it did not include him on its list because his stuttering would "detract" from the audience's "understanding" of the subject matter.

NCH held its position under the protests of Johansen, the National Stutterer's Project and American Indian organizations all over the United States.

This spring Johansen received another application for the NCH speaker's list. He said he was surprised to have gotten another one, but thought he would fill it out to see what happened.

NCH denied him the opportunity to audition.

"I can't understand them," Johansen said. "The first time it hit me hard. This time it's more like a comic opera."

"They are the main body in this state that is supposed to display a humanistic point of view to the people. I see them standing for ignorance."

Johansen has had speaking engagements in Colorado, South Dakota, New York and Pennsylvania, and is scheduled to speak in Illinois this fall.

"The irony is this is my state," Johansen said. "This is the place I call home, and here I am not allowed to speak because I stutter."

Members of the committee said they

adopted a policy to refer all questions to executive director Jane Renner Hood. Hood was unavailable for comment.

When NCH denied Johansen speaking opportunities, it called stuttering a "handicap." According to Johansen, the question of suing NCH on the grounds of discrimination has come up more than once.

"I don't want to be ugly and vindictive," he said. "Besides it's only one state. I just want to know where this issue stands under the law."

While at the National Stutterers' Project National Convention in June, Johansen said he will seek legal counsel from a lawyer who is also a member of the group.

State Sen. David Landis, a member of NCH who holds a law degree, agreed to give his legal opinion on the matter and said the courts would treat NCH as a private organization, much like Conagra.

"The committee on the Humanities is not a state agency," he said. "It is a private organization that is able to hand out federal funds."

Landis said disabled discrimination means someone is not hired when they actually have a "bonafide occupational qualification. There is a law against such discrimination."

Landis went on to say there is an exception for those who cannot perform the function for which they are hired.

"It would then be up to the courts to decide," Landis said, "whether or not Dr. Johansen's handicap, his stuttering, would not enable him to perform the function for which he would be hired, presenting a lecture to a group of people on a certain topic."

Johansen said he is not discouraged.

"It is interesting to note that while NCH won't let me speak here, my book, my topic and the entire controversy has become nationally known," he said.

## Activists' daughter speaks out against apartheid

By LISA STANKUS  
Staff Reporter

"Apartheid is a terrible nightmare. From the cradle to the grave we are separated from other cultures," said Maki Mandela, daughter of imprisoned African activist Nelson Mandela.

Ms. Mandela spoke April 19 in the Student Center Ballroom against apartheid in South Africa.

"It's been only over the past three years that people have noticed South Africa and the things that are going on there. But what people don't realize is that these conditions have been going on for a long time, and they're getting worse," she said.

According to Ms. Mandela, in South Africa, 4.5 million whites are in control of 30 million blacks. Also, blacks are not permitted to hold public office or live within the cities of South Africa.

"They're trying to kill the black people in South Africa. The intent of the South African regime is to maintain the white domination that exists. The rage and the violence that exists stems from the inequalities of this domination," she

said.

Living conditions in South Africa remain as destitute as when she was a child, Ms. Mandela explained. Housing generally consists of a one-room building, 9-by-10 in size, with anywhere from 6 to 12 people occupying the space.

"The houses have no ceilings, just metal bars across the top. When you are inside, it still seems that you are outside because you can see right through the bricks and mortar of the walls. People are spread all over the floor like bags of grain," she said.

Within the South African limits, the blacks are required to carry a pass of identification. Failure to produce such a pass at the request of a police officer could result in detainment and imprisonment, Ms. Mandela explained.

"It wouldn't be unusual for children not to return to their homes if they didn't have the proper documents with them. The document means your life."

She also condemned the education system of Africa, saying that the organization is designed to maintain white supremacy. According to Ms. Mandela, the schools are overcrowded, with up to 60 students to one teacher. Most of the instructors are not trained, ill-equipped and lacking

a university degree.

"The system was never intended to produce thinking individuals that would be able to question authority. Rather, this system would produce blacks that would make good slaves."

Ms. Mandela said less than 1 percent of the students graduate from the 12th grade, producing a level of massive illiteracy in the country.

"My father was opposed to the dehumanization of apartheid and felt that it was within his rights to speak out against it. It was for this reason he was labeled a communist. My father never was and will never be a communist."

Nelson Mandela was sentenced to life imprisonment for his publicized views against apartheid, and he is currently serving his 25th year of incarceration, during which time his daughter was only permitted to visit him on three occasions.

"A change will come. It may take five years, 10 years or a generation, but it will happen. Those who make peaceful change in South Africa impossible will make violent change unavoidable."

## News Briefs

### Jefferson-Jackson Day Dinner

The annual Jefferson-Jackson Day Dinner sponsored by the Nebraska Democratic Party will be held April 29. The dinner will be held in Omaha at the Holiday Inn Central on 72nd and Grover St. beginning with a 6 p.m. reception followed by a dinner at 7:30 p.m.

The annual fund-raising event will feature Rep. Peter Hoagland, Sen. J. James Exon and Sen. Bob Kerrey as dinner dignitaries. Contact Gordon Haupman (397-7033) for ticket information.

### Blood Drive

The Staff Advisory Council is sponsoring a blood drive April 28. It will be located in the HPER Building, Activity Court One, from 9 a.m. to 1 p.m. Those interested may contact Pam Carney at 554-2323.

### Summer Hours

Summer hours for the university will be 7:30 a.m. to 4:30 p.m. They will begin May 15 and conclude August 18. These hours apply to all units of the university system except the Medical Center.

### Beta Alpha Psi Initiation

The UNO chapter of Beta Alpha Psi will hold its Spring Initiation banquet April 28. Clarence Sampson of the Financial Accounting Standards Board (FASB) will be the guest speaker. He will be speaking on measures of financial sta-

tus. Dinner will begin at 7 p.m. at Cascio's Steak House, 10th and Hickory St.

### Bizarre Bazaar

The Metropolitan Arts Council is sponsoring the fourth annual Bizarre Bazaar, "The Ultimate Market Place," May 12-14. It will be held at 601 So. 16th St. and will run from noon to 4 p.m. Friday and Saturday, and 11:30 a.m. to 3:30 p.m. Sunday.

The event will include performances by artists, items for sale and musical performances by area art groups. Children's activities, including a petting zoo, are scheduled for Saturday and Sunday. All proceeds will benefit Metro Arts. For more information call 341-7910.

### LOLANTHE

Tickets are now on sale for the April 22 opening of Gilbert and Sullivan's LOLANTHE. The Nebraska State Repertory Theater will perform the operetta. Tickets are \$10 for adults, \$9 for senior citizens and \$6 for children 12 and under. For reservations or further information call the Rudyard Norton Theater Box Office at 551-7360.

### Rhythm and Roll

The UNO chapter of Associated Contractors will hold a fund-raising concert and dance to benefit Omaha's homeless April 23 from 1 p.m. to 5 p.m. in the Student Center. Tickets will be sold at the door for a requested donation of

\$3 for adults, \$2 for students and \$1 for children 12 and under. For more information call Leon Komar at 553-0247 or 444-5489.

### Thomas Hart Benton in Kansas City

UNO's College of Continuing Studies will sponsor a one-day excursion to Kansas City to the Nelson-Atkins Museum to view an exhibit of Thomas Hart Benton's art. The tour is scheduled for April 23, with bus departure from Omaha at 8 p.m. The fee is \$32. For information or to register, call UNO's College of Continuing Studies at 592-2309.

### Wind Ensemble

The UNO Symphonic Wind Ensemble will present its final concert April 23 at 8 p.m. in the Strauss Performing Arts Center Recital Hall. Admission is \$3 for adults, \$2 for students and senior citizens and free to UNO faculty, staff and students with identification.

### Nebraska Press Association Awards

The Gateway won several awards at the Nebraska Press Association's convention. They include the following: Best Editorial, Tim McMahan, first place; Best Feature, Jeri Studt, first place; Best Feature Series, first and second place; Best Spot News, John Rood, first place; Best Feature Photo, Dave Weaver, first place; Best News Photo, Dave Weaver, first place; Best Sports Photo, Dave Weaver, first place.



# UNO graduate helps homeless

By JANETTE THOMAS RIDDER  
Senior Reporter

UNO graduate Douglas Marr, a local poet and playwright, has become involved with the Project Homeless Arts Program.

The program was developed to bring the arts to the homeless at Omaha shelters.

"Some of the shelter guests have little or no exposure to the arts, but are having a wonderful time," Marr said. In his residency, Marr works mainly with homeless children.

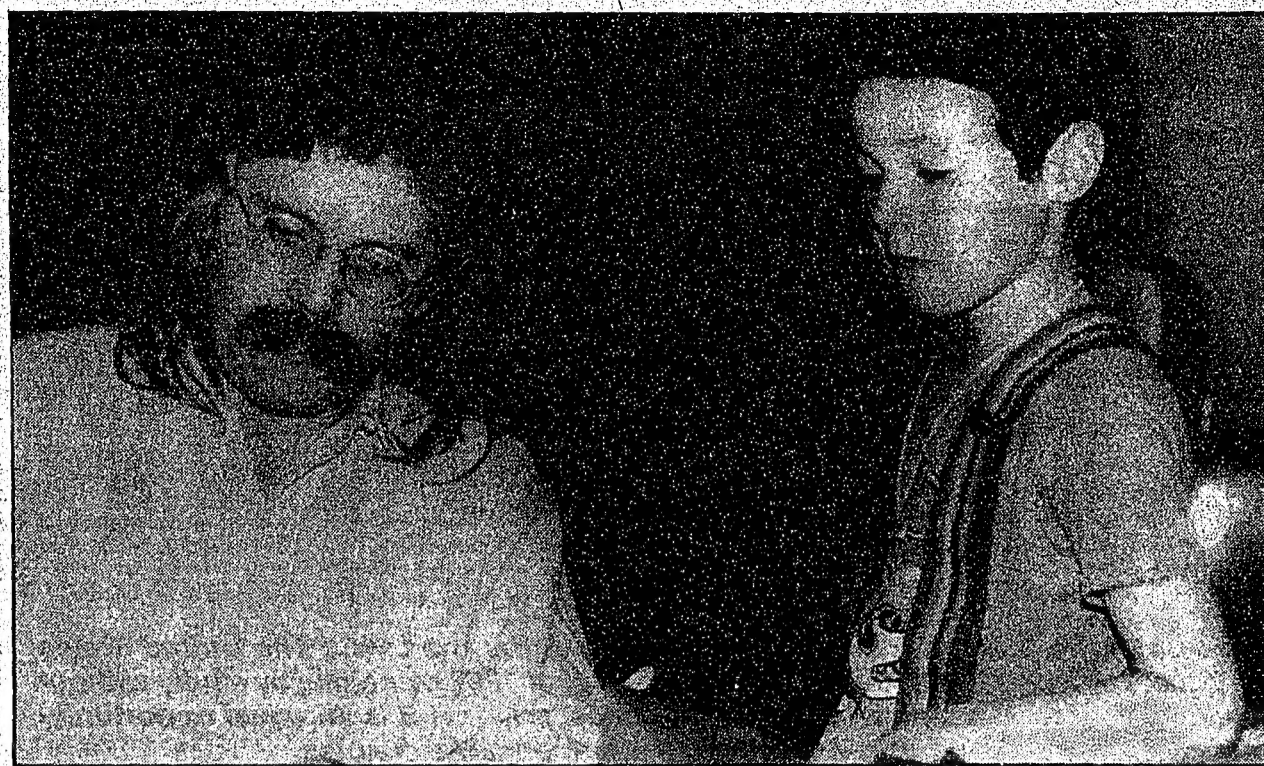
"We make kites and puppets, write poems and one child wrote a comic book," he said. "I've been integrating poetry with creative dramatics and visual arts."

Prior to Marr's work with the homeless, he worked at Community Alliance, helping the mentally ill. "That program was such a positive experience that sounded like an exciting project," he said.

"The kids always know I'm coming and they have been very responsive," he said. "I love it when the adults/parents participate too, but the most rewarding thing has been seeing the kids create the brilliant ideas they have, and watching them follow through on it."

Despite the rewards, Marr said the job has its downsides, too.

"We're talking about people who come from very traumatic backgrounds and that's sometimes mind-opening, I



Doug Marr, a UNO alumnus, works with Jason, 6, on Jason's story, "Tommy the Cat" at The Vincent House.

wish I could do more.

"Some of these people are in transition of moving or they've been evicted. They don't fit the stereotypical homeless person. Some of them want to be there, some are alcoholics, some are mentally ill, some, just for economic reasons, can't make it."

Marr said his humanitarian views were shaped by his experiences in the 60s.

"I've kept the good things," he said. "People should be interested in humanity. There's been this kind of conservatism sweeping the country. We need to care for one another."

## 'The Council of Bluffs' debuts Saturday

By LISA STANKUS  
Staff Reporter

Omaha may have its first local game show in decades if producer John Menzies has his way.

Airing on Channel 6, "The Council of Bluffs" is the title of the game show and the product of many evenings of party frivolity for co-inventors Menzies and Rob Baker.

"It's basically the dictionary game that we used to play at parties. You pick out a word from the dictionary and people guess what the word means," Menzies said.

The game show includes the addition of a "celebrity" panel, composed of local actors and comedians. The contestants, also members of the community, choose one of four words and each member of the panel gives their rendition of the definition, and the contestant tries to choose the correct definition.

"We don't play for dollars or for points. We

play for donuts. Yeah, no points, no bucks, just pastry," Menzies said.

Menzies, a graduate of UNO and the electronic artist at Channel 6, said the general manager of the station, Jim Smith, is taking a chance with the concept of a local game show.

"It's much easier and cheaper to buy a syndicated game show, but we wanted to try something different. We felt that it had all the elements for a successful program. And best of all, it would be totally a local show. You can turn it on and maybe see someone you know. You can't do that with Jeopardy," Menzies said.

Menzies also explained there is a similar local game show in San Francisco that is doing very well.

Local Omaha merchants have been cooperative with providing prizes for the contestants.

"We've had good support from many merchants in the area. They're in this with us," Menzies said.

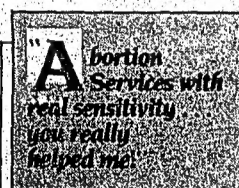
"The Council of Bluffs" will air its pilot episode Saturday, April 22 at 6:30 p.m.

"It's up to the people to write in to tell us what they thought of the show. They ultimately decide whether the show will con-

tinue," Menzies said.

Despite the uniqueness of the program and the fact the show will be replacing "Superboy" in the time slot, Menzies remains optimistic.

"I just think that people would have fun with the show and get caught up with the game. I think my grandma would like it."



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# EQUALITY UNDER THE LAW

The motto of the State of Nebraska is "Equality Under the Law." The United States 1963 Equal Pay Act and the Nebraska Equal Pay Act of 1967 mandate pay equity without regard for gender. The University of Nebraska asserts that it is an equal opportunity employer, thus affirming that it complies with applicable statutes.

Even in the absence of such statutes, principles of fairness and equality require that employers do not discriminate in pay between sexes. Despite their claims, the University of Nebraska has demonstrated discriminatory pay practices over a long period of time.

— The ad hoc committee of faculty appointed by the UNO Chapter of the American Association of University Professors

Stories by ERIC STOAKES and MELANIE MORRISSEY

## Women faculty request administration to act

**F**aculty Women Want Equal Pay, When Will Administration Act?" read flyers distributed outside the field house where more than 13,000 women ended Celebrate UNO's Women's Walk last weekend.

One of the goals of Celebrate UNO is to raise awareness in the community, but some faculty took the opportunity to voice their own concerns.

In the flyers, three demands were made:

- Full parity in compensation (salary plus fringe benefits).
- Retroactive compensation to the full extent permitted by law (four years).

Issuing a report which, they feel, could resolve gender-based salary disparities.

The purpose of the unreleased Hay Report, commissioned by the university last year, was to study the difference between male and female salaries at UNO. Completed last fall, the administration has kept the lid on the report's findings.

But the current dispute concerning unequal salaries began in 1987, when the A-Line Gender Study reported gender-based salary disparities.

That study, sponsored by the UNO Faculty Senate, UNO AAUP and the Chancellor's Commission on the Status of



— Dave Weaver

UNO AAUP President Janet West said the faculty has been organizing efforts to educate the public on the salary issue.

- Special adjustments to address the needs of faculty women who will be retiring soon. This would compensate them in part for their loss of income over an extended period of time.

Accusing the university of noncompliance, the flyers charged that the administration has not responded effectively to requests for equal pay.

Their actions were prompted by the university's delay in

Women, revealed an average difference of \$5,682 between male and female faculty salaries, to the disadvantage of women.

According to Deana Finkler, chairwoman of the group which produced the A-Line Study, "The study proved that there was a salary discrepancy between men and women associated with gender."

Dec. 7, 1987, the AAUP submitted a formal grievance to

the administration. An informal agreement was negotiated between the union and the administration, and the original grievance was withdrawn.

"The agreement between the UNO AAUP and the university was that the university would initiate an updated case-by-case analysis of the salaries paid to female members of the faculty, and then take corrective measures," said Janet West, president of the UNO AAUP.

"That case-by-case analysis is the Hay Report," West said.

However, neither the AAUP or the Faculty Senate have seen the results of that study.

AAUP responded to the university's refusal to issue the Hay Report by filing a second grievance March 10, 1989.

**"The agreement between the UNO AAUP and the university was that the university would initiate an updated case-by-case analysis of the salaries paid to female members of the faculty, and then take corrective measures. That case-by-case analysis is the Hay Report."**

— West

"And they (faculty) have been organizing some efforts to make the public aware of the issue," West said.

Dec. 14 1988, the UNO Faculty Senate passed a resolution confirming their support for equal pay for women faculty and requesting a copy of the Hay Report. The AAUP also requested a copy of the document.

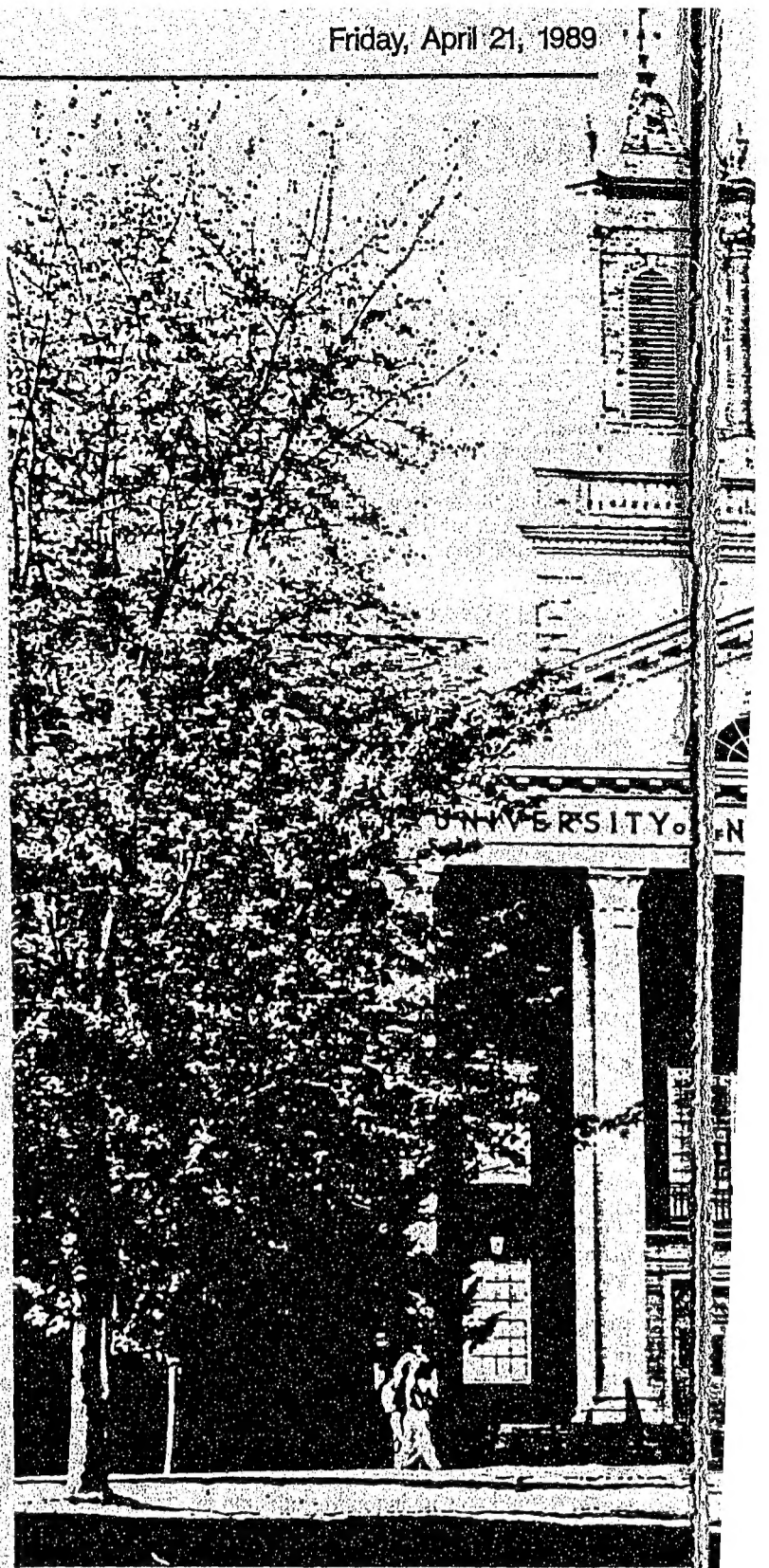
Eric Manley, president of the Faculty Senate, said he received a response from Chancellor Del Weber March 8 declining to give the senate the report.

"It basically says: 'No, you cannot have a copy of that report,'" Manley said.

West said faculty members believed the administration would resolve the problem last December, and would provide some retroactive compensation for lost wages.

"The thing that is really complicated is that we had every indication that the university was going to make a distribution for the December 1988 paychecks," West said. However, faculty members have yet to receive compensation in their paychecks.

When the problem was first addressed by the administration, they suggested solving the salary disparity by taking funds from the then annual faculty salary increase





## A-Line Study reveals pay disparity

In Sept. 1987, the status of women was compared with the most recent data at the time—the Camp Report of 1970-71.

The UNO Chapter of American Association of University Professors (UNO AAUP), in conjunction with the Faculty Senate and the Chancellor's Commission on the Status of Women, called the comparison the A-Line Gender Study.

The results of the A-Line study were as follows:

- The average faculty salary more than doubled between 1970-71 and 1986-87.
- The difference between average salaries for men and women also doubled between 1970-71 and 1986-87.
- In 1986-87, the difference between average salaries for men and women was

\$5,682—to the disadvantage of women.

• Salary differentials to the disadvantage of women are present at all ranks except that of assistant instructor. The differences are greatest at the instructor and assistant professor levels.

• In 1970-71, men's salaries were generally greater than those of women in similar rank and college affiliation. A similar pattern was found in 1986-87, with the exception of the university library.

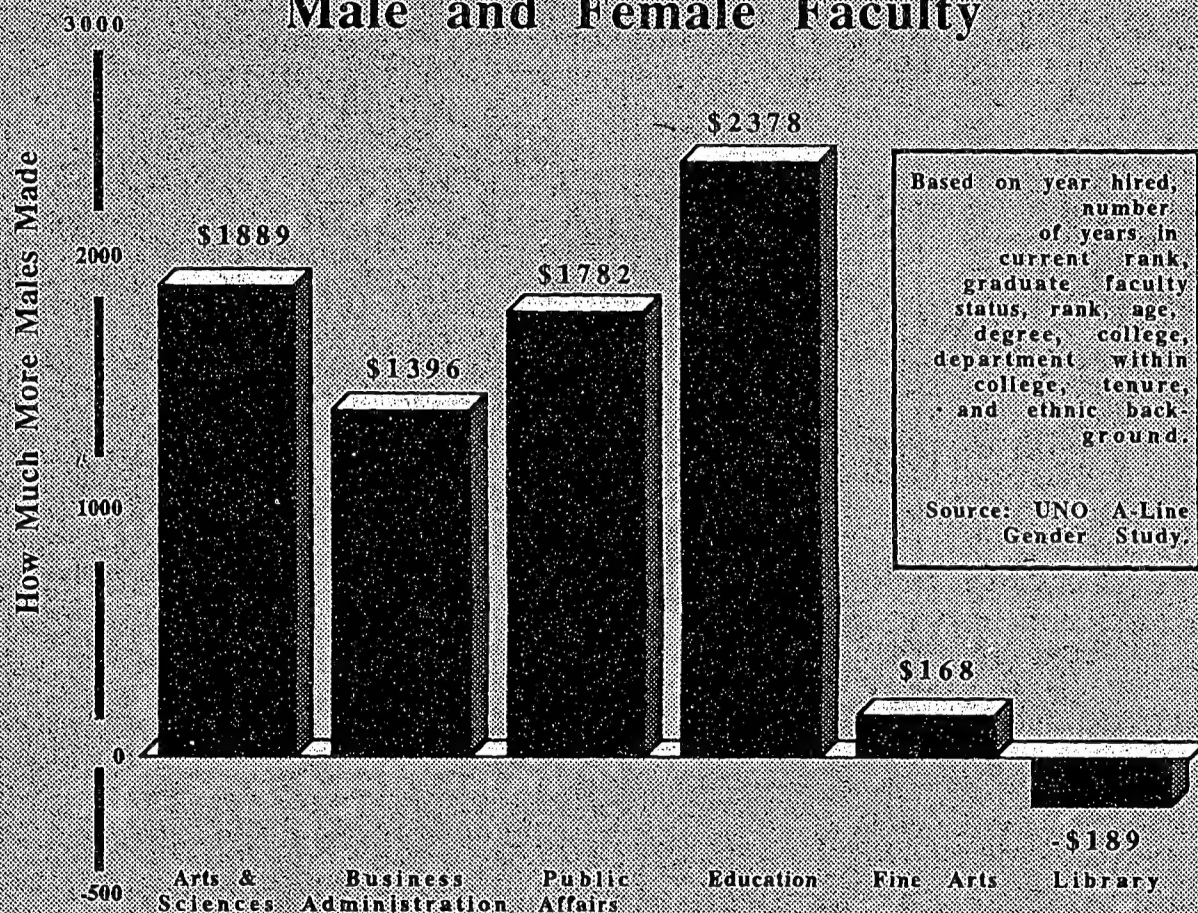
The report presented the average salary differences between male and female A-Line personnel, faculty and academic administrators, by rank and by college. It controlled for the following factors: College of appointment, department within college, rank, number of years in current

rank, tenure status, graduate faculty status, terminal degree, age, year hired at UNO, and an ethnicity indicator.

The A-Line Study's recommendations to the administration were: A formation of a joint committee of the sponsoring organizations to discuss remediation of the substantial salary difference between men and women. Remediation should be instituted as soon as possible, the recommendations said.

The report also recommended that two current practices be re-examined—the absence of salary bases and the use of percentage salary increases, both of which perpetuate the existing gender-based salary differentials.

### 1986 Salary Differences Between Male and Female Faculty



said, "...be it resolved that the Faculty Senate requests that the UNO administration disperse immediately the funds being held for rectifying the aforementioned salary disparity."

Finkler said she hopes the union and the administration will be able to reach an agreement. "My personal perspective is that the UNO administrators are persons of good will who would like to see this settled. The reality is it hasn't been settled," she said.

She said the situation at UNO must be remedied, and called sexual discrimination a "historical habit."

"I think it's a class attitude that's become insidious. We need to make it visible so it stops," she said.

**"My personal perspective is that the UNO administrators are persons of good will who would like to see this settled. The reality is it hasn't been settled."**

—Finkler

West agreed, saying discrimination is rooted in American society.

"The problem is that we live in a society that tends to discriminate, so there are some cases where women have been hired below the salary level that they should have been hired at."

"And there are situations where women have not been given appropriate merit increases and there are probably situations where women have not been promoted appropriately," West said.

Finkler said these concerns are mirrored in faculty members of all ages, and that the support for equal pay is widespread at UNO.

West said the union was not satisfied with the administration's proposition.

"Our view was that the disparity solution should not come from the general pool of salary dollars—this should be dealt with as a separate issue," she said.

Three faculty members, including Finkler, and three university representatives have been assigned to a special grievance committee to discuss the issue.

When the committee finishes its recommendations, they will be submitted to Vice Chancellor for Academic Affairs Otto Bauer.

The vice chancellor will then render his decision and either party can appeal that decision to the Board of Regents or a designated arbitrator.

If either side is still in disagreement, the next step would be to file a lawsuit.

"So there's a possibility of lawsuits," Finkler said. "I feel that the local administration is willing to settle, but there's a problem in the central administration."

Elaine Hess, assistant vice chancellor for academic affairs, declined to comment on the validity of the pay disparity claims or to speculate on the possibility of court proceedings, referring questions to NU General Counsel Dick Wood.

"I don't want to prejudge that (a lawsuit) at all," Wood said. "The grievance process is there for the purpose to resolve grievances, and I would be hopeful that this process would work."

Finkler said she does not have much faith in the grievance process. "My personal feeling is that this grievance procedure isn't one that's helpful to the faculty," she said.

Wood also declined to comment on accusations made in the actual grievance or the findings of the Hay Report.

"I'm not going to discuss the merits of the grievance in the newspaper," he said. "I think that's something done in the grievance process, and I think that's the appropriate place for it."

Wood said the Hay Study does reveal gender-related salary disparities.

"The issue is whether or not the disparity is significant to an extent that it would constitute unlawful discrimination," he said.

According to Wood, the Hay Report was a preliminary report, and the administration is still conducting studies on statistical information in the study.

"And, in due course, that information will be released," he said. However, he would not say when the university will release the Hay Report.

He said a statistician is currently reviewing the Hay Report, and when her work is completed, the administration will present the information to the AAUP.

According to Finkler, the Camp Study of 1970-71, which resulted in one-time salary adjustments three years later, was the last time the situation was monitored.

West agreed. "This is a continual problem which was addressed first in 1974," she said.

"Right now, we need to take care of the immediate problem in 1989. And then make sure there's some kind of reporting set up to prevent future gender gaps from occurring," West said.

While members of the AAUP wait for the results of the study, Finkler said the union has considered tackling another study on its own with this year's salaries.

The Faculty Senate is also addressing the issue. At its April 12 meeting, the senate passed two resolutions regarding the pay discrepancies.

"The Faculty Senate strongly urges the University of Nebraska Administration to expeditiously rectify the discrepancies..." one resolution read.

The other resolution concerned the Hay Report, and was based on the administration's promise to "correct the problem" following that report.

"The report of the Hay group was received by the UNO administration more than six months ago..." the resolution



Finkler

She said older female faculty members may be hit harder by the disparity in salaries at UNO than their younger counterparts.

"I see new faculty women coming in at higher salaries," she said, "and the apparent fact is that there's less discrimination at that level."

"Those women who have been here longest are in the worst shape," she said.

According to West, "What the UNO AAUP and the women faculty want to do is to say, regardless of why these problems exist, they want the university to deal with these problems and close the gender gap."

— Dave Manning



# 'Major League' offers good performances

It seems the Cleveland Indians are in trouble. Big trouble. And director David Ward's new film **Major League** charmingly recounts the vigorous efforts to reverse the struggling ball club's tendency to lose games.

Despite its occasional reliance on pratfalls, **Major League** includes its share of humor.

The movie opens with its credits rolling as less than flattering images of urban Cleveland are seen. By the time the credits are over, the viewer understands the Indians are a long way from any sort of championship season.

Elizabeth Tape  
Cinema



Charlie Sheen (right) portrays Cleveland Indians rookie pitcher Rickie Vaughn, and Corbin Bernsen is third baseman Roger Dorn in "Major League."

New owner Rachel Phelps (Margaret Whitton) has other plans for this team. If she engineers low attendance this season, she can move the team to Florida, where she has arranged a financially fruitful deal. While working towards this goal, she populates her team with players who suffer from one incapacity or other.

Jake Taylor (Tom Berenger) has fallen upon hard times, the victim of shattered knees. Rickie Vaughn (Charlie Sheen) plays

some baseball — but through a prison fence, having been convicted of car theft. And Roger Dorn (Corbin Bernsen), once a competent third baseman, now prefers to devote his time to the attainment of wealth and female companionship.

The new team is also populated by religious zealots — one devoted to a traditional Christian faith, one to Voodoo rites — and

several other colorful supporting characters. The manager, Lou Brown, beautifully played by James Gammon, is crusty but compassionate. And announcer Harry Doyle (Bob Uecker) adds additional flavor to the film with his commentary.

Intermingled with its humorous and narrative moments, **Major League** intersperses a few messages.

First, the team learns the importance of the team's community spirit and cooperation. Second, this unlikely bunch's passionate perseverance toward attaining the pennant is influential in the community.

Berenger as Taylor hands in a fine performance as a well-intended, earnest man urgently trying to rally his team together. He also — in one of the film's several sub-plots — convinces his beautiful ex-wife Lynn Westland (Rene Russo) his notorious days of philandering have become history. Within the film's overall atmosphere of humor, Berenger actually does manage to generate some empathy for his situation.

Sheen as Vaughn — or "The Wild Thing," as he comes to be known — turns in a delightful performance as a talented, but utterly out of control, young pitcher. Adorned with unorthodox hair and clothing styles, his remarkable abilities enable him to become a focal point of the team's success.

One less outfield collision in pursuit of a fly ball, one less head injury from a flung bat and a few less slow-motion images of balls being pitched or flying through the air might have helped this movie.

However, **Major League** succeeds in what it promised to be — a frolicsome comedy which succeeds in offering cheerful entertainment.

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## 'Twist of Shadows' Album offers rock mixture

Is it possible there is a cure to the franticness of finals week? There is this semester — it's called music.

### Alternative TRACKS

One of the biggest gems of this spring's new releases may possibly be from a band called Xymox. With the release of its third album, *Twist of Shadows* on Polygram records, Xymox offers a danceable rock mixture. With a vibrant, eerie guitar sound and sentimental lyrics sung with sincerity, Xymox gives bands like the Cure and Simple Minds something to think about. Included on the record is a different mix of *Blind Hearts*, the dance club hit from 1988 and two more songs that show rhythmic style, *Obsession* and *A Million Things*.

Firehose has released its latest album, *FROM OHIO*, on SST records. But it's noth-

ing new for this rock/country/punk/funk/jazz band. Firehose may well be the only band that can start a song out with Ol' MacDonald guitar twangs and then blaze into a punk jam. The album's *Whisperin' While Hollerin', Time With You* and *Let the Drummer Have Some* reflect the band's unique approach to Southern-based rock.

Depeche Mode's new live soundtrack, *101*, documents its previous works. Recorded from a concert performance to give the listener the full feel of each song's strength and capacity, the album is simply a rehash of everything the band's studio albums have demonstrated. The idea of a synthesizer-based band releasing live material doesn't make sense anyway. What will they do, jam on the synthesizer or have a drum machine solo? This one is for hard core Depeche Mode fans only — otherwise skip it.

Throughout the rest of April and May, record buyers can look for new material from Love and Rockets, Public Image Limited, 10,000 Maniacs, the Pixies, the Sugarcubes, Simple Minds, Joe Jackson, China Crisis and Bob Mould (former lead singer of Husker Du).

— MATT VAN HOSEN



### The Magnolias

Twin Tone recording artists, the Magnolias, will bring their version of the Minneapolis sound to the Lifticket Lounge Monday, April 24. Known for its hard driving guitar sound, not unlike its city cousins, The Replacements, the Magnolias are supporting their second album, "Concrete Pillbox." Opening acts include Celophane and Mousetrap. Admission is \$4. All ages welcome.

### Carlson from page 1

committees that have studied the department's needs.

Ten of the 11 internal recommendations made by the planning council have been implemented, Carlson said. Of the 11 recommendations which required funding from outside the department, only one has been partially accomplished, he added.

Carlson said the fact that the graduate program has received national attention shows how far the communication department has come. In the October issue of "Communication Education," UNO was ranked among the seven masters programs in the central United States. The study also ranked UNO among the top 30 programs nationally.

"Nationally, we are getting a lot of recognition for what we do. Locally and state-wide, we are not," he said.

Carlson noted that some of the review teams have suggested UNO form a separate College of Communication, despite the existence of UNL's College of Journalism.

"Politically, I don't think that's realistic," he said.

Newton said the communication department's problem is one of "finite resources." "It doesn't get the financial commitment that it deserves," he said. "If we had more money, we'd probably do things differently," he said.

Newton said he thought the College of Arts and Sciences had treated the communication department fairly.

"There may have been some inequities, but I don't think there have been any gross inequities," he said.

Newton said he supports a school of communication at UNO, but that the college's faculty voted down the idea in the 1970s, he said.

"Even if we had the money to do it, it would be a sure thing," he said.

Carlson said he is looking forward to assuming his duties as a UNO associate professor. "My research has been put on hold,"

University department chairmen are paid \$1,800 a year, in addition to their salaries as professors.

Newton said it may be time for the university to look at increasing the amount paid to department chairmen, but that any increase would need to be bargained for with the faculty union, the American Association of University Professors.

Cowdin said he is looking forward to the challenge of assuming the chairman's position. "You don't do it for the money."

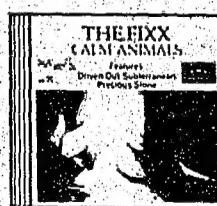
Carlson is the fifth department chairman in the College of Arts and Sciences to resign within the past year.

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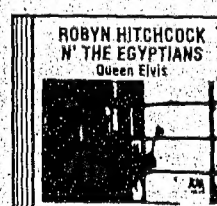
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# Sports

## Mavericks start slow but sweep Peru State anyway

By REG CHAPMAN  
Staff Reporter

The UNO baseball team got off to a slow start but rallied to sweep a doubleheader against Peru State, Tuesday at College World Series Park.

The first game UNO defeated Peru State 2-1. Peru State

led the game until UNO managed to tie in the bottom of the fifth inning with a sacrifice hit by Doug Speckman. Speckman drove in Jack Catton, who led with a single and stole a base to tie it up at one a piece.

The Mavs won the game in the seventh inning with a sacrifice hit by Matt Piechota that drove in Brian Bohnet for a UNO victory.

This was the second time Piechota, from Elkhorn, has had the game winning RBI.

"That's twice now he's won the game with a hit in the bottom of the seventh," UNO Coach Bob Gates said. "For a freshman he's playing well for us."

Ron Barnes, a 6-foot 180-pound senior from Springfield-Platteview, was the winning pitcher for the Mavs. Barnes, the Mavs returning pitcher who posted a 5-4 record last year, stands at 4-3 this season. He allowed Peru State only four hits in the first game.

The second game brought much more of the same for the Mavs. UNO defeated Peru State 7-1 behind the pitching of Chris Shanahan.

Shanahan, a 6-foot-1 170-pound junior from Omaha Cathedral, gave up only two hits to Peru State. Shanahan is a transfer from Iowa Western Community College in Council Bluffs.

UNO led most of the game but took the lead for good in the bottom of the third inning. A fourth inning home run by Gary Lane gave the Mavs a 5-1 lead to insure a UNO victory.

Gates said Lane has been on a streak lately, smashing two home runs on Monday against Northwest Missouri. Lane has five round trippers for the year.

"He's really coming along," Gates said. "At this present time he's our best hitter."

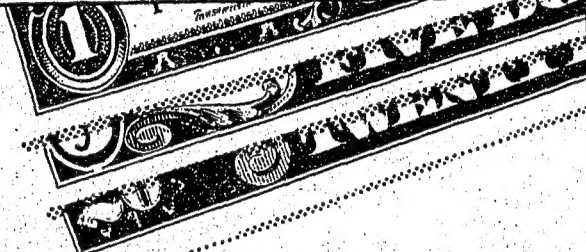
The Mavs boost their record to 10-15 while Peru State slides to 15-11.

UNO will play its first conference game April 21 against South Dakota State at Brookings, S.D. The Mavs will then return home to face South Dakota State again April 23.



— Dave Weaver

UNO's second baseman tags the Creighton player too late. The Blue Jays went on to victory 14-1.



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ACADEMIC FINANCIAL ADVISORY PROGRAM

### The Campus Recreation Locker Refund And Renewal Deadline Date is Friday, May 19

Failure to personally clear or renew your locker by the above date will result in a forfeiture of locker deposit and loss of personal items within the locker.

To receive a full refund bring lock and towel to Campus Recreation Office (Room 100).

#### Locker Renewal:

To maintain current locker for the upcoming year, come in person to the Campus Recreation Office (Room 100) and renew your locker prior to the deadline date.

### WOULD YOU LIKE TO HELP NEW STUDENTS ON CAMPUS?

## FRESHMAN FRIENDS

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- 2.0 GPA
- Undergraduate student
- Good communication skills
- Plan on being enrolled for both Fall 1989 and Spring 1990 semesters
- Involved in some co-curricular activity (i.e. student government, clubs, organizations, varsity sports, Ambassadors, etc.)

#### WHAT IS THE PURPOSE?

- Give new students a current student contact person on campus
- Involve current students in the retention efforts of the university
- Encourage new student involvement in co-curricular activities

Deadline for Applications  
May 12, 1989

For more information or applications contact:

Terry Forman, MBSC, Office of Student Activities  
554-2711



# Writer claims best man for job is already in AD office

UNO has been in a unique position the last year. The athletic department doesn't have an athletic director (AD). Since Bobby Thompson left for Texas-San Antonio in August of 1988, there hasn't been anyone sitting in the AD chair full-time.

It looked like Chancellor Del Weber was close to a decision when the candidates were cut to four, but in a sudden turn, no one was chosen. The administration was looking for the "right chemistry."

To the outsider, it might appear UNO is dragging its feet on finding someone to fill the position. However, anyone associated with the Maverick sports program understands that the school isn't going to hire the first person to come along.

Weber isn't about to play musical ADs. When Don Leahy left for Creighton, it caused an upheaval. Why not? He'd worked really hard to get UNO athletics to a very competitive level. It's never easy when routine is interrupted.

That's what is so refreshing about the current situation. They haven't rushed to fill the position, as they did when Leahy left, and it doesn't appear to have caused any problems.

One of the reasons is the professional attitude of the entire athletic department. What really makes it amazing is the number of changes that have occurred and things are still humming along. We've seen an entirely new volleyball staff come along. Same thing with softball.

The baseball team almost disappeared. Sandy Buda, Bob Hanson and Cherri Mankenberg have added new faces to their staffs.

Through it all, the Mavs keep playing ball, and playing it well. They've been fighting the money crunch for what seems forever. It's laughable when you hear bigger schools

crying about being poor, after you've seen what UNO does with the budget it has.

Another big reason the department keeps going is due in part to Gary Anderson, who has been acting as interim athletic director since Thompson left. Anderson's matter-of-fact approach is perfect for the responsibilities of an AD. He's been the sports information director for close to 10 years, and he's good at what he does.

## Torri Pantaleon

Sports Columnist

Anderson has the respect of the coaches. He is also respected in the Omaha community, as well as by the media. He's been closely related to the UNO athletic program for so long that he knows a lot of the ins and outs of college sports.

Anderson has said several times he isn't looking to be the AD. The problem is he's exactly what UNO needs. He's not about to up and leave for a bigger job. That has to be a big plus for Weber to think about.

Anderson is UNO through and through. A native Omaha, he attended North High School.

Because of these attributes, his being part of the UNO program all of this time, plus acting as AD, means almost no transition for the rest of the department.


Anderson has mentioned the energy it takes to be a competent AD is never ending, and he's not sure he could maintain that level in the future. Obviously, he knows his limits better than anyone, and who wants to argue with a man

about his future goals? However, his character is suited for the post.

Sure, he has emotions like everyone else, but he's so thorough and organized, he cuts off many problems before they can ruin a project. His foresight is tremendous, thus keeping to a minimum stressful situations that lead to early retirement for many other people in his position.

I think it's a tribute to the school and the athletic department that filling the AD slot hasn't been rushed. In some areas, Weber has come under fire for not having already named someone to the post, but the guy knows what he's doing and what he feels is best for the school.

What most people don't know is that he already has the best person for the job with an "acting" title. Gary Anderson is acting and he's doing it.



## Dial-a-tape

# 554-3333

Everything  
you ever  
wanted to  
know about UNO ...

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## Injuries part of the job Fandel works to keep UNO athletes running

By TIM COSTELLO  
Staff Reporter

Like in any sport, injuries are a part of the game, but for Denise Fandel, UNO's head trainer, injuries are a part of the job.

According to Fandel, a trainer's primary duty is the care, prevention and rehabilitation of athletic injuries. But Fandel said not every injury is physical.

"Sometimes they come in and just need to talk to somebody," Fandel said. "We're just a big family. That's kind of the philosophy that we've got here. The door's open, we're here, they've got to use us."

Whether it be physical or mental, Fandel helps athletes stay in peak condition for peak performance. This responsibility consumes up to 70 hours a week.

These duties cover working with equipment, developing policies and procedures for rehabilitation, counseling on nutrition, working with coaches, and caring for and evaluating an injury when it occurs.

Fandel said she was attracted to athletic training and sports medicine because she likes to work on motivated athletes.

"They are so motivated. To stay out (with

an injury) means that they're losing their chance to get positive strokes back from the media, parents or from their friends. It's all positive driven."

Fandel said athletes have to undergo extreme pressure even when they are not able to compete on the field.

"I think of athletes that have worked so hard to get back and people don't realize the trials and tribulations that they've gone through trying to get themselves back to practice."

Fandel said she became the head trainer at UNO by being in the right place at the right time.

In January of 1985 when Wayne Wagner went to Creighton, she took over the position.

After completing an undergraduate internship program at St. Cloud State, Fandel came to UNO to pursue a masters degree in exercise science. During this time, she worked as a graduate assistant in the training room, and in 1982 was hired as the assistant trainer.

Most of the injuries suffered are not major, Fandel said, but occasionally an athlete needs extensive medical attention. Fractures or ruptured ligaments are referred to team orthopedic physicians, Dr. Mike Walsh and Dr. Dave Brown of the Medical Center.

Most weekend athletes don't have to worry about major injuries, but what training advice does Fandel have for the recreational athlete?

"Moderation is the key. It's getting nice out, people are coming out of their couch

potato modes from the winter. They're starting to get more active and they get stiff and ache. You've just got to slowly build into activities," she said.

"Make sure you do some light activity to increase the body temperature a little bit, to loosen up and then stretch. Really concentrate on large muscles — the legs, the back, the upper body — and make sure that you do some light stretching afterwards."

Fandel said if you suffer an injury, even if you think it's minor, it's better to get it checked out by your physician or Health Services than to aggravate it.

**"What you do the first three or four days for an injury really is going to get you back faster."**

—Fandel

"What you do the first three or four days for an injury really is going to get you back faster."

Fandel said she believes athletes are not necessarily different, but some use their mental and physical powers better. And those who are motivated constantly push themselves a little harder.

"Some of us can sit back and accept things; the very good athletes are never satisfied with where they're at," Fandel said. "And they hate to lose. That doesn't mean being a bad sport. It's just that it drives them so hard to get better and improve themselves."

**"I think of athletes that have worked so hard to get back and people don't realize the trials and tribulations that they've gone through trying to get themselves back to practice."**

— Denise Fandel



### United Parcel Service

United Parcel Service is accepting applications for part-time Loaders & Unloaders. Hours are 11 pm-3 am, 4 am-9 am and 4 pm-9 pm. Must be available Monday-Friday. Starting wage is \$8 an hour including a benefits package. Contact Student Employment Office, Eppley 111 to set up an appointment for an interview.

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##### Accomplishments

- Millard Library
- Mockingbird Community Center
- Updated Public Swimming Pools
- New Roads
- 108th & "L" to Interstate
- Proposed - "Q" St. 120th to Millard Ave.
- Proposed - 108th & Harrison, North

##### Major Projects

- Harrison St. Interchange
- Lowering of highway cars & pickups
- Supported Right turn on Red
- Consolidated Maintenance Garage

##### Goals

- Better Traffic Control
- Encourage Tourist
- Economic Development
- Updated Emergency 911
- Control City Expenditures
- Monitor City Services

#### Common Sense on the City Council

Paid for by Takechi for City Council, Tom Burke, Treasurer.

**Student Publications  
Committee Board  
meeting Saturday,  
April 22, 9 a.m. in the  
MBSC Tower Room.  
All editor and  
advertising manager  
applicants must attend.**

## Classifieds

### ADVERTISING POLICIES:

- \$3.00 minimum charge per insertion, commercial ads.
- \$2.00 minimum charge per insertion, UNO student organization ads and ads placed by UNO students, faculty and staff for personal use.
- PAYMENT DUE WITH COPY.
- Deadline: 1 p.m. Friday for the Tuesday issue and 1 p.m. Monday for the Friday issue.
- Ad size: 5 lines, 30 key strokes per line. Additional copy: 50¢ per line for commercial ads; 25¢ per line for UNO student, faculty and staff ads.

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